

- I. What are some key areas that you think our membership will need to focus on to reinforce its leadership in the broader world of information governance?

Find their voice:

I have always been a proponent of elevating the Records and Information Governance profession. To do this I feel that it is important to provide people with the tools that they need in order to make them feel as confident as they possibly can in their careers. It is this confidence that will allow them to find their voice so that they begin to grow and navigate to better opportunities within the profession.

Find someone to listen to that voice:

ARMA can assist them in finding the voice that they need to make the proper connections, and lay down the proper paths toward being recognized as invaluable assets to their organization. This voice is what will be used to find an advocate within their organization that will understand the value of what Records Governance can offer to the organization.

Carry that voice through to the entire organization

With their new found voice and stake holder recognition and support they can then use their voice to spread the importance of proper Records and Information Governance to their entire organization through proper education, policy and procedure.

- II. Describe an occasion in which you led a group through change?

Triangle Chapter Transformation: When I joined the Triangle Chapter of ARMA in 2003 the membership was matured, and the programs were on auto pilot. While I attended the meetings because I understood the networking importance, honestly, it was not something I looked forward to. As I sat in some of the meetings, so many ideas came into my mind as a young Gen X'er at that time. I promised myself that if I could get my hands on this operation I would make changes that would bring life into this organization and take the Triangle Chapter to the top. I entered the board as a secretary for a couple of years and then served as the treasurer but with much creative opinion and contribution to the program slate. Finally I moved into the president's roll and totally revamped the chapter from a new web and social media presence, to a field trip program called Triangle Travels, to multiple ways to give back to the membership and utilize the finances that the chapter had built up. As I mentioned above, the Triangle Chapter won the coveted Chapter of the Year Award in 2008 in my second year as president.

Implementing Information Governance into a 60+ year old Law Firm environment: Having worked at two previous law firms in my career implementing Records and Information Governance programs, I was head hunted to Jackson Lewis in the spring of 2013. Jackson Lewis had never had a Records and Information Governance program at their firm. They had no policy or standard procedures and had not Firm-wide ARMS. The education and change management needed in this organization has been immense across 59 offices that have all been operating independently. Five years later, with a staff that consists of myself and my assistant Bobbi, the firm has a policy, procedure, Automated Records Management System, a National Contract with one offsite vendor, we will be beginning Retention and Disposition in 2019 along with integration between our ARMS and our DMS and email management.

Through diplomacy, multiple methods of education to cater to all different styles of learning and a spirited personality we have won over the change management mountain.

III. What are the top two issues ARMA should focus on in the next 12 months, and why?

Merger: One thing that I think that ARMA should focus on is solidifying the merger of ARMA and Information Coalition and making sure that the body of work are intertwined like a finely made birds nest and not forgotten. I think that this merger is going to be beneficial and I liken to if the US were to see the Democratic and Republican parties join forces into one. There were two different schools of thought for a time in our profession and while there still may be some of this occurring, the fact that the two organizations saw that there was more alignment in what the two were doing and could do as a force du jour is very promising. Now, we need to capitalize on this and make sure that we grow the greenest grasses that we can under our feet.

Awards and Recognition: Another thing that I am passionate about is broadening and strengthening the recognition that is given to the Chapters and Regions. We talk about ARMA is here to support the Chapters and Regions and yet in recent times, recognition, awards, and other ceremonial activities that used to be so important to the liveliness of ARMA have been forgotten or taken a back seat. As one of the last to receive an award at a full dress ARMA Awards Ceremony, I can express, first hand, how invigorating that was for me. It made me want to get back to my chapter and do even more. A lot of work went into the submission and it was all worth it. Also, as member of the Awards Task Force, I can say that there was much discussion about the importance of these awards and the importance of them being presented in front of their peers at Conference. I unfortunately was not able to attend this year's conference due to a last minute conflict, but responses that I have heard from those that did attend expressed a great dissatisfaction in how the awards were presented this past year. I think that at the very least all awards should be presented on stage at the General Session when the largest number of the applicants' peers are present. Don't lessen the importance of these awards to the Expo floor with and a bad microphone.

